

Appendix F

Employee Questionnaire



Resp. ID \_\_\_\_\_  
Int. ID \_\_\_\_\_  
Date:        /        / 2000

OMB No. 1115-0234  
Exp. 1/31/2003



## Study of Employment Eligibility (SEE)

### PILOT Employee Questionnaire

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Policy Directives and Instructions(PDI-Room 5307) (ATTN: Richard Sloan), c/o Immigration and Naturalization Service, 425 I Street NW, Washington, D.C. 20536. ***Do not return the completed form to this address.***



## BASIC PILOT EMPLOYEE SURVEY

### START TIME:

\_\_\_\_ : \_\_\_\_ a.m. or p.m. (circle)

Thank you for completing this survey with me today. The survey is part of a study on employment eligibility, sponsored by the Immigration and Naturalization Service. Your participation is voluntary and your answers will be kept strictly confidential to the extent permitted by law. If you choose not to answer some or all of the questions, there will be no penalty. Your answers will not be associated with your name. They will be combined with the answers of others and reported in statistical summaries. This survey will only take about 20 minutes.

### SECTION A.

**A1.** First, I have some questions about your experiences finding the job opening at (EMPLOYER). How did you learn of the job opening at (EMPLOYER)? Was it from... [CIRCLE ALL THAT APPLY]

Just walking in .....	1	} (SKIP TO A2)
A friend or relative .....	2	
An advertisement .....	3	
[A1_3] .....		
Any other source .....	6	
[A1_6] .....		
DON'T KNOW .....	8	(SKIP TO A2)

**A1a.** (Was that/were any of those (ADVERTISEMENT AND/OR SOURCE SPECIFIED) intended especially for immigrants or racial or ethnic minorities? [CIRCLE ONLY ONE]

YES, ADVERTISEMENT .....	1
YES, NON-ADVERTISEMENT SOURCE .....	2
YES, BOTH SOURCES .....	3
NO (NEITHER) .....	4
DON'T KNOW .....	8

**A2.** Did (EMPLOYER) offer you a job?

YES .....	1
NO .....	2 (SKIP TO B1)

**A2a.** Did you accept the job?

YES .....	1 (SKIP TO A2c)
NO .....	2

**A2b.** Please explain

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**BOX 1A**

IF A2a = 2 ( R DIDN'T ACCEPT JOB) GO TO A3b

**A2c.** When did you start working at (EMPLOYER) for pay? [PROBE FOR DATE]

|\_|\_| - |\_|\_| - |1|9|\_|\_|  
MONTH DAY YEAR

DON'T KNOW ..... 8

**A3.** Do you still work at (EMPLOYER)?

YES ..... 1 (SKIP TO A3c)

NO ..... 2

**A3a.** When did you stop working (at (EMPLOYER) / there)?

|\_|\_| - |\_|\_| - |1|9|\_|\_|  
MONTH DAY YEAR

DON'T KNOW ..... 8

**A3b.** What was the main reason you didn't (take/keep) the job at (EMPLOYER)? Was it...

You didn't like the work..... 01

Too much trouble to resolve employment  
eligibility problems ..... 02

The job didn't pay enough ..... 03

You were offered another job ..... 04

Terminated/fired/laid off ..... 05

Quit..... 06

OTHER..... 96

[A3b\_96] \_\_\_\_\_

DON'T KNOW ..... 98

**BOX 2A**

IF A2a = 2 ( R DIDN'T ACCEPT JOB) GO TO B1

**A3c.** Did you start working on the same day you applied?

YES ..... 1

NO ..... 2

DON'T KNOW ..... 8

**A3d.** While working at (EMPLOYER), (were you/have you been) a member of a union?

YES ..... 1

[A3d\_1] SPECIFY UNIONS \_\_\_\_\_

NO ..... 2

DON'T KNOW ..... 8

**A4.** What was the starting wage or salary for (that job/your job)?

\$          •           
DOLLARS CENTS

DON'T KNOW ..... 8 (SKIP TO A4b)

**A4a.** Was that ...

Per hour..... 01

Per day ..... 02

Per week..... 03

Every two weeks..... 04

Monthly ..... 05

Yearly ..... 06

OTHER ..... 96

[A4a\_96] \_\_\_\_\_

**A4b.** How many hours per week did you work when you started at that job?

         HOURS PER WEEK

[ZERO-FILL AND ROUND:

LESS THAN ½ HOUR EQUALS 0, ½ OR MORE EQUALS ONE HOUR]

DON'T KNOW ..... 8

**A5.** What general type of work (were/are) you doing? (For example, machine operator, clerk, dishwasher, food preparer, engineer, typist, etc.)

\_\_\_\_\_  
GENERAL TYPE OF WORK

**A6.** What (is/was) your main duty or activity for this job? (For example, typing, cleaning, cooking.) [PROBE FOR ONE MAIN ACTIVITY, BY TIME OR IMPORTANCE]

\_\_\_\_\_  
MAIN DUTY OR ACTIVITY

## SECTION B

**[INTERVIEWER PROBES. DO NOT READ UNLESS NECESSARY]** I want you to think of the time before you were offered a job or you started work at (EMPLOYER). This would be the time when you were applying for a job at (EMPLOYER). If you had an "orientation" period that you were paid to attend, or a time where you completed paperwork, please don't include this paid orientation or paper work period in the next few questions.

**B1.** I have some questions about the hiring process that you went through, to get your job at (EMPLOYER). At any time during the application process, but before you were hired or offered a job at (EMPLOYER) ... [REPEAT AS NECESSARY]

	<u>YES</u>	<u>NO</u>	<u>DK</u>
a. ...were you asked if you were a U.S. <u>Citizen</u> ? .....	1	2	8
[B1a_1] (IF YES, "Please explain") .....			
b. ...were you asked what <u>country</u> you came from? .....	1	2	8
[B1b_1] (IF YES, "Please explain") .....			
c. ...were you told that you'd have to prove eligibility to work in the U.S.? .....	1	2	8
[B1c_1] (IF YES, "Please explain") .....			
d. ...were you asked what work documents or papers you <u>had</u> ? .....	1	2	8
[B1d_1] (IF YES, "Please explain") .....			
e. ...were you asked to <u>show</u> work documents or papers? .....	1	2	8
[B1e_1] (IF YES, "Please explain") .....			

**B2.** Have you ever heard about the Basic Pilot Employment Verification program? (This program uses a computer system to check work documents.)

YES .....	1	
NO .....	2	} (SKIP TO B3)
DON'T KNOW .....	8	

**B2a.** How did you first hear about this program? Did... [CIRCLE ONLY ONE]

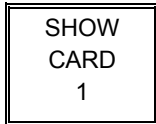
(EMPLOYER) tell you about it .....	01
A friend or relative tell you about it .....	02
You read about it .....	03
You saw it on a poster at (EMPLOYER) .....	04
OTHER .....	96
[B2a_96] .....	
DON'T KNOW .....	98



**B2b.** Did you first hear about this program before or after you started work at (EMPLOYER)?

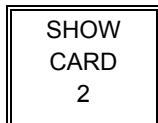
BEFORE..... 1  
 AFTER..... 2  
 DON'T KNOW ..... 8

**B3.** While you were applying, did you see a posted sign at (EMPLOYER) that looks like this? [SHOW CARD 1]



YES ..... 1  
 NO ..... 2  
 DON'T KNOW ..... 8

**B4.** Please look at this form. [SHOW CARD 2] Did you complete this form before or after you were offered a job by (EMPLOYER)?



BEFORE OFFERED JOB ..... 1  
 AFTER OFFERED JOB ..... 2 (SKIP TO B4b)  
 DID NOT COMPLETE THE I-9 FORM..... 3 (SKIP TO B5)  
 REMEMBERS I-9 FORM BUT NOT WHEN  
 COMPLETED ..... 4  
 DOESN'T REMEMBER THE I-9 FORM ..... 5 (SKIP TO B5)

**B4a.** Please explain

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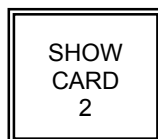
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<p align="center"><b>BOX 1B</b></p> <p align="center">IF B4 = (1 OR 4) GO TO B4c</p>
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**B4b.** When did you complete this form? [SHOW CARD 2 AGAIN] Was it...



On your first day of work..... 1  
 Within the first three days of work..... 2  
 OTHER ..... 6  
 [B4b\_6] .....  
 DON'T KNOW ..... 8

**B4c.** Did (EMPLOYER) offer assistance and answer questions about completing this form?

YES ..... 1  
 NO ..... 2  
 DON'T KNOW ..... 8

**B4d.** Did you need assistance?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**B5.** Which work documents did you provide to (EMPLOYER)? [DO NOT READ CATEGORIES...CIRCLE ALL THAT APPLY. PROBE: "Any others?"]

DRIVER'S LICENSE ..... 01  
SOCIAL SECURITY CARD ..... 02  
U.S. PASSPORT ..... 03  
FOREIGN PASSPORT ..... 04  
  
*ALIEN REGISTRATION CARDS OR RECEIPTS*  
GREEN CARD (I-151, I-551)..... 05  
RESIDENT (ALIEN) CARD ..... 06  
  
*EMPLOYMENT AUTHORIZATION CARDS (EAC) ISSUED BY THE INS*  
TEMPORARY (RESIDENT) CARD OR PERMIT (I-688)..... 08  
WORK PERMIT OR VISA (I-688A OR B, I-706)..... 09  
  
OTHER (specify) ..... 96  
[B5\_96] .....  
DON'T KNOW ..... 98  
DID NOT PROVIDE ANY DOCUMENTS..... 90 (SKIP TO B8)

**B6.** Did you show any of these documents you just named before you were hired or offered a job?

YES ..... 1  
NO ..... 2 (SKIP TO B6b)  
DON'T KNOW ..... 8 (SKIP TO B7)

**B6a.** Please explain

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**BOX 2B**

IF B6 = 1 GO TO B7

**B6b.** When did you first show (EMPLOYER) any of these documents? Was it...

SHOW  
CARD  
2

At the time you completed this  
form [SHOW CARD 2] .....1  
OTHER ..... 6  
[B6b\_6] .....  
DON'T KNOW ..... 8

**B7.** Did any of these documents expire while you were working for (EMPLOYER)?

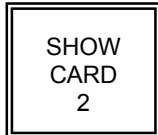
YES, Driver's License .....	0 (SKIP TO B8)
YES .....	1
NO .....	2
DON'T KNOW .....	8

(SKIP TO B8)

**B7a.** Did (EMPLOYER) ask to see your renewal papers?

YES .....	1
NO .....	2
DON'T KNOW .....	8

**B8.** After you turned in this form [SHOW CARD 2] and documents, were you told that there were any problems with your work documents or your eligibility to work in the U.S?



YES, Problems .....	1
NO, Not told anything/ No problems .....	2 (SKIP TO C1)

**B8a.** Please explain

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**B9.** When (EMPLOYER) told you about the problems with your work documents, were you told...

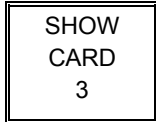
In <u>private</u> with no one else around, or.....	1 (SKIPTO C1)
In <u>public</u> with others around.....	2
OTHER .....	6
[B9_6] .....	
DON'T KNOW .....	8 (SKIP TO C1)

**B9a.** How bothered were you about being told in public? Would you say...

Very bothered, .....	1
Somewhat bothered, or .....	2
Not bothered at all? .....	3
DON'T KNOW .....	8

## SECTION C

- C1.** The next questions are about this form [SHOW CARD 3]. This form explains that there were some problems with your work eligibility. Did (EMPLOYER) give you a form that looked like this?



YES .....	1	
NO .....	2	} (SKIP TO C5)
DON'T KNOW .....	8	

- C2.** When (EMPLOYER) gave you this form and told you about the problems with your work documents, were you...

In <u>private</u> with no one else around, .....	1	(SKIPTO C3)
In <u>public</u> with others around, or .....	2	
Some other place? .....	6	
[C2_6] .....		
DON'T KNOW .....	8	(SKIP TO C3)

- C2a.** How bothered were you about being told in public? Would you say...

Very bothered, .....	1
Somewhat bothered, or .....	2
Not bothered at all? .....	3
DON'T KNOW .....	8

- C3.** How easy or difficult was it to understand the information on this form? Would you say...

Very easy, .....	1	(SKIP TO C4)
Somewhat easy, .....	2	
Neither easy nor difficult, .....	3	
Somewhat difficult, or .....	4	
Very difficult? .....	5	
DON'T KNOW .....	8	(SKIP TO C4)

- C3a.** Did (EMPLOYER) explain, or help you to understand the form?

YES .....	1	
NO .....	2	} (SKIP TO C4)
DON'T KNOW .....	8	

- C3b.** How helpful was (EMPLOYER) in explaining this form? Would you say...

Very helpful, .....	1
Somewhat helpful, or .....	2
Not helpful at all? .....	3
DON'T KNOW .....	8

**C4.** Did you sign this form?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**C5.** Did you decide to clear up the problems with your work eligibility? [IF NECESSARY, SHOW CARD 3 AND ASK, "That is, which option did you choose?"]

YES ..... 1 (SKIP TO C6)  
NO ..... 2  
DON'T KNOW ..... 8 (SKIP TO C6)

**C5a.** What reasons did you have for not trying to clear up the problems? Would you say...  
[CIRCLE ALL THAT APPLY]

Employer discouraged you ..... 01  
You were not work authorized ..... 02  
It was too much trouble ..... 03  
You could get a job somewhere else ..... 04  
Other (SPECIFY) ..... 96  
[C5a\_96] \_\_\_\_\_  
DON'T KNOW ..... 98

**BOX C**

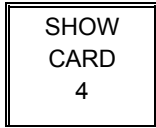
IF C5 = 2 GO TO D1

**C6.** Were you allowed to work at (EMPLOYER) while you were clearing up these work eligibility problems?

YES ..... 1  
NO ..... 2

**SECTION D**

- D1.** Now I'd like to ask you about some of your experiences after you decided to clear up your work eligibility problems. Did (EMPLOYER) give you an SSA referral form that looked like this [SHOW CARD 4]? This form explains that you would need to call or visit the Social Security Administration, or 'SSA', to clear up your work authorization problems.



YES .....	1	
NO .....	2	} (SKIP TO D3)
DON'T KNOW .....	8	

- D2.** This form explained that you had eight days to contact the SSA. Was it a problem for you to contact the SSA within eight days?

DIDN'T CONTACT SSA AT ALL .....	0	
YES, PROBLEM .....	1	
NO PROBLEM .....	2	} (SKIP TO D3)
DON'T KNOW .....	8	

- D2a.** Please explain. (What was the problem? OR Why did you decide to not contact the SSA office?)

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**BOX 1D**

IF D2 = 0 GO TO E1

- D3.** Did you go in-person to the SSA to clear up your work authorization problems?

YES .....	1	(SKIP TO D4)
NO .....	2	

- D3a.** Please explain.

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**BOX 2D**

IF D3 = 2 GO TO E1

**D4.** The following questions are about experiences you may have had at the SSA. For each question please tell me whether the situation was true or false for you.

	<u><b>YES</b></u>	<u><b>NO</b></u>
a. Was the SSA office <u>far</u> from your home?.....	1	2
How many miles? D4a_1 MILES: _____		
b. Did you spend a lot of time <u>waiting</u> to be helped at SSA? .....	1	2
How many minutes? D4b_1 MINS: _____		
c. Was the SSA staff able to resolve your work authorization problems in a <u>timely</u> and <u>efficient</u> manner? .....	1	2
d. Did the SSA provide assistance in a <u>language</u> that you understood? .....	1	2
e. Was the information that the SSA had <u>on file</u> about you correct? .....	1	2
f. Was the SSA office hours <u>convenient</u> for you?.....	1	2
g. Was the SSA staff <u>helpful</u> ? .....	1	2
h. Were the SSA staff <u>polite</u> ?.....	1	2
i. <u>Overall</u> , did you spend a lot of time at the SSA office? .....	1	2
How many minutes? D4i_1 MINS: _____		
j. Were you able to resolve your work authorization problem(s) on your <u>first</u> visit to the SSA?.....	1	2
How many visits did it take? D4j_2 #VISITS: _____		

**D5.** Did you have to leave your original documents at the SSA office?

YES .....	1	
NO .....	2	} (SKIP TO D5b)
DON'T KNOW .....	8	

**D5a.** Did the SSA provide you with receipts for your original documents?

YES .....	1
NO .....	2
DON'T KNOW .....	8

**D5b.** Did the SSA lose or misplace any of the original or copies of documents you provided to them, while you were clearing up your work eligibility problems?

YES .....	1
NO .....	2
DON'T KNOW .....	8

**D6.** After you went to the SSA, did you give (EMPLOYER) a paper or information sheet that confirmed you'd gone to SSA?

YES .....	1	(SKIP TO D7)
NO .....	2	
DON'T KNOW .....	8	(SKIP TO D7)

**D6a.** Please explain

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**D7.** Overall, how satisfied were you with your experiences with the SSA?

Satisfied, .....	1	(SKIP TO E1)
Neither satisfied nor dissatisfied, or .....	2	
Dissatisfied .....	3	
DON'T KNOW .....	8	(SKIP TO E1)

**D7a.** Why? Do you have any suggestions for the SSA?

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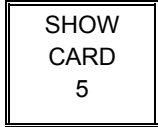
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## SECTION E

- E1.** Did (EMPLOYER) give you a referral form that looked like this [SHOW CARD 5]? This form explains that you would need to call, fax or visit the Immigration and Naturalization Service, or 'INS', to clear up your work authorization problems.



YES ..... 1 (SKIP TO E2)  
 NO ..... 2  
 DON'T KNOW ..... 8

- E1a.** Did you contact the INS at all to clear up your work authorization problems?

YES ..... 1  
 NO ..... 2 } (SKIP TO F1)  
 DON'T KNOW ..... 8 }

- E2.** This form explained that you had eight days to contact the INS. Was it a problem for you to contact the INS within eight days?

YES, PROBLEM ..... 1  
 NO PROBLEM ..... 2 } (SKIP TO E3)  
 DON'T KNOW ..... 8 }

- E2a.** Please explain. (What was the problem? OR Why did you decide to not contact the INS?)

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- E3.** Did you contact the INS by telephone?

YES ..... 1  
 NO ..... 2 (SKIP TO E6)

**E4.** The following questions are about experiences you may have had in contacting the INS by telephone. For each question, please tell me whether the situation was true or false for you.

	<u><b>YES</b></u>	<u><b>NO</b></u>
a. Were the INS telephone lines often <u>busy</u> ? .....	1	2
b. Was it <u>easy</u> to work through the INS telephone menu to reach the right person? .....	1	2
c. Did you spend a lot of time <u>on hold</u> when you called the INS telephone line? .....	1	2
How many minutes? E4c_1 MINS: _____		
d. Did the INS return calls <u>promptly</u> ? .....	1	2
e. Was it convenient to call the INS office? .....	1	2
f. Did the INS provide assistance in a <u>language</u> that you could understand? .....	1	2
g. Was the information that the INS gave you <u>correct</u> ? .....	1	2
h. Were you able to resolve your problem(s) through <u>telephone</u> contact with INS? .....	1	2

**E5.** Overall, how satisfied were you with your telephone experience with INS?

Satisfied, .....	1 (SKIP TO E6)
Neither satisfied nor dissatisfied, or .....	2
Dissatisfied .....	3
DON'T KNOW .....	8 (SKIP TO E6)

**E5a.** Why? Do you have any suggestions for the INS telephone process?

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**E6.** Did you contact the INS by fax to resolve your problems?

YES ..... 1  
NO ..... 2 (SKIP TO E8)

**E7.** Overall, how satisfied were you with your fax experience with INS?

Satisfied, ..... 1 (SKIP TO E8)  
Neither satisfied nor dissatisfied, or ..... 2  
Dissatisfied? ..... 3  
DON'T KNOW ..... 8 (SKIP TO E8)

**E7a.** Why? Do you have any suggestions for the INS fax process?

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**E8.** Did you go in-person to the INS to clear up your problems?

YES ..... 1  
NO ..... 2 (SKIP TO E10)

**E9.** The following questions are about experiences you may have had at the INS. For each of the following questions, please indicate whether the situation was true or false for you.

	<u>YES</u>	<u>NO</u>
a. Was the INS office <u>far</u> from your home? .....	1	2
How many miles? E9a_1 MILES: _____		
b. Did you spend a lot of time <u>waiting</u> to be helped at INS? .....	1	2
How many minutes? E9b_1 MINS: _____		
c. Was the INS staff able to resolve your work authorization problems in a <u>timely</u> and <u>efficient</u> manner? .....	1	2
d. Did the INS provide assistance in a <u>language</u> that you understood? .....	1	2
e. Was the information that the INS had <u>on file</u> about you correct? .....	1	2
f. Were the INS office hours <u>convenient</u> for you? .....	1	2
g. Was the INS staff <u>helpful</u> ? .....	1	2
h. Was the INS staff <u>polite</u> ? .....	1	2
i. <u>Overall</u> , did you spend a lot of time at the INS office? .....	1	2
How many minutes? E9i_1 MINS: _____		
j. Were you able to resolve your work authorization problem(s) on your <u>first</u> visit to the INS? .....	1	2
How many visits did it take? E9j_2 VISITS: _____		

**E10.** Did you have to (mail / leave) your original documents at the INS office?

YES ..... 1  
NO ..... 2 (SKIP TO E10b)  
DON'T KNOW ..... 8

**E10a.** Did the INS provide you with receipts for your original documents?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**E10b.** Did the INS lose or misplace any of the original or copies of documents you provided to them, while you were clearing up your work authorization problems?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**E11.** After you contacted the INS, did you give (EMPLOYER) a paper or information sheet that confirmed you'd gone to the INS?

YES ..... 1 (SKIP TO E12)  
NO ..... 2  
DON'T KNOW ..... 8 (SKIP TO E12)

**E11a.** Please explain.

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**E12.** Overall, how satisfied were you with your experiences with the INS?

Satisfied, ..... 1 (SKIP TO F1)  
Neither satisfied nor dissatisfied, or ..... 2  
Dissatisfied? ..... 3  
DON'T KNOW ..... 8 (SKIP TO F1)

**E12a.** Why? Do you have any suggestions for the INS?

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## SECTION F

**F1.** What was the result of the visits or contacts with (the SSA and/or the INS)? Were you... [CIRCLE ONLY ONE]

Okay to work (Employment Authorized) .....	1
Not okay to work (not Authorized)? .....	2
SOME OTHER RESULT .....	6
[F1_6] .....	
DON'T KNOW .....	8

**F2.** At that time (even if you are no longer working at (EMPLOYER) now), did you...

Continue to work at (EMPLOYER), .....	1	(SKIP TO BOX 1F)
Quit, or.....	2	
Get fired/terminated/laid off? .....	3	
OTHER .....	6	
[F2_6] .....		

**F2a.** Please explain.

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### BOX 1F

IF D1  $\neq$  1 AND E1a  $\neq$  1 (R DID NOT CONTACT SSA OR INS),  
GO TO F5.

**F3.** While you were clearing up your work eligibility problems, did (EMPLOYER) offer access to a copier, telephone, or fax machine?

YES .....	1
NO .....	2
DON'T KNOW .....	8

**F3a.** Did you need access to a copier, telephone, or fax machine?

YES .....	1
NO .....	2
DON'T KNOW .....	8

**F3b.** Did (EMPLOYER) offer you time off from work?

YES .....	1
NO .....	2
DON'T KNOW .....	8

**F3c.** Did you need time off from work?

YES ..... 1  
 NO ..... 2  
 DON'T KNOW ..... 8

**F3d.** Was there any other type of assistance they offered or that you needed?

YES ..... 1  
 [F3d\_1] .....  
 NO ..... 2

**F4.** Now please think about you overall experiences trying to clear up your work eligibility problems. For each of the following questions, please indicate whether the situation was "true" or "false" for you.

	<u><b>YES</b></u>	<u><b>NO</b></u>
a. Did you have to <u>spend money</u> to correct your work eligibility problems? .....	1	2
How much money? F4a_1 \$_____		
b. Did you miss <u>time at work</u> in order to clear up your work eligibility problems? .....	1	2
How many hours? F4b_1 HOURS: _____		
c. Did you have to spend <u>personal time</u> trying to clear up your work eligibility problems? .....	1	2
How many hours? F4c_1 HOURS: _____		
d. Were you <u>paid</u> by (EMPLOYER) for the time you missed at work to clear up your work eligibility problems? .....	1	2
e. Did you have a <u>cut in pay</u> while you were waiting for your work eligibility problems to be cleared up? .....	1	2
f. Was clearing up your work eligibility problems <u>hard on you</u> because of household and other life responsibilities (caring for children, shopping, housework, other jobs)? .....	1	2
g. Was your <u>job training</u> put off until your work eligibility problems were cleared up? .....	1	2

**F5.** (EMPLOYER) (is/was) participating in the Basic Pilot program, which uses a computer to confirm work eligibility. Would you rather work for a company that is not participating in this program?

YES ..... 1  
NO ..... 2  
DON'T KNOW (NO PREFERENCE) ..... 8

**F6.** Do you find it difficult to get a job with any employer who checks work documents/papers?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**F7.** At the time you applied for a job at (EMPLOYER), were you authorized to work in the U.S.?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**F8.** Did you give (EMPLOYER) any documents that belonged to someone else?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**F9.** Did you give (EMPLOYER) any false documents?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**F10.** (Did/do) you feel you (were/have been) treated differently or discriminated against by anyone at (EMPLOYER)?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8 } (SKIP TO BOX 2F)

**F10a.** What happened that made you feel this way? [RECORD RESPONSE VERBATIM.]

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**F10b.** What position (did/does) this person hold at (EMPLOYER)? (Were/Are) they your.... [MARK ALL THAT APPLY]

Co-worker ..... 1  
 Supervisor or manager ..... 2  
 OTHER ..... 6  
 [F10b\_6] .....  
 DON'T KNOW ..... 8

**F10c.** (Did/do) you feel that this situation (has) affected your hiring, firing or promotion with (EMPLOYER)?

YES ..... 1  
 NO ..... 2  
 DON'T KNOW ..... 8

**F10d.** Why do you think you were treated this way? Was it because of your...

	<u>YES</u>	<u>NO</u>	<u>DK</u>
a. Race, ethnicity or color? .....	1	2	8
b. Gender or age? .....	1	2	8
c. Some other reason? .....	1	2	8
[F10d_1] .....			

**BOX 2F**

A3 ≠ 2 OR F2 ≠ (2 OR 3)  
 (R IS CURRENTLY EMPLOYED AT (EMPLOYER)),  
 GO TO G1

**F11.** After you stopped working at (EMPLOYER), how soon did you start to work for another employer? Was it...

Within a week, ..... 1  
 Between a week and a month, or ..... 2  
 More than one month later..... 3  
 HAVE NOT STARTED WORKING FOR  
 ANOTHER EMPLOYER ..... 4 (SKIP TO G1)  
 OTHER ..... 6  
 [F11\_6] .....  
 DON'T KNOW ..... 8

**F12.** Which of the following describes the job you took with another employer, other than (EMPLOYER)?

	<u><b>YES</b></u>	<u><b>NO</b></u>	<u><b>DK</b></u>
a. (Was/Is) the pay higher than at (EMPLOYER)?.....	1	2	8
b. Did the other employer ask to see your work documents? .....	1	2	8
c. (Did/does) the other employer participate in the Basic Pilot (computer) work eligibility program? .....	1	2	8
d. (Did/do) you like the other job better than at (EMPLOYER)? .....	1	2	8
e. (Did/does) the other employer pay you "under the table"?.....	1	2	8
f. (Did/do) you work more hours at the other job, than at (EMPLOYER)?.....	1	2	8
g. (Was/Is) the work schedule better at the other job?.....	1	2	8

## SECTION G

Finally, I would like to ask you some questions about your background. [IF NECESSARY: And remember, all of the answers that you give will be kept confidential. If there are any questions you don't wish to answer, just let me know, and we'll go on to the next question.]

**G1.** What is your date of birth? [IF NECESSARY, CONFIRM DATE OF BIRTH FROM FOLDER LABEL]

|\_|\_| - |\_|\_| - |1|9|\_|\_|  
MONTH DAY YEAR

DON'T KNOW ..... 8  
REFUSED ..... 7

**G2.** Are you of Hispanic or Latino origin?

YES ..... 1  
NO ..... 2  
DON'T KNOW ..... 8

**G3.** Which of the following do you consider yourself to be? [CIRCLE ALL THAT APPLY.]

[IF G2 = 1, Hispanic-]	{	White? .....	01
		Black or African American? .....	02
		American Indian or Alaska native? .....	03
		Asian? .....	04
		Native Hawaiian or Other Pacific Islander (Hawaii, Guam, Samoa, etc)?.....	05
		OTHER .....	96
		[G3_96] .....	
		DON'T KNOW .....	98

**G4.** In what country were you born?

U.S. .... 1 (SKIP TO G6)  
OTHER ..... 2  
[G4\_2] .....

**G4a.** Are you a U.S. Citizen?

YES ..... 1 (SKIP TO G5)  
NO ..... 2

**G4b.** How old were you when you first came to the U.S.? [PROBE: "When did you first come to the U.S.?"]

\_\_\_\_ YEARS OLD

[ZERO-FILL AND ROUND:  
LESS THAN 6 MONTHS EQUALS 0 YEAR, 6 MONTHS EQUALS 1 YEAR.]

**G4c.** How many times have you left the U.S. since you first came to the U.S.?

\_\_\_\_ TIMES [ZERO-FILL]

DON'T KNOW ..... 8

**G4d.** What country do you consider to be your primary country of residence?

U.S. .... 1

OTHER ..... 6

[G4d\_6] \_\_\_\_\_

DON'T KNOW ..... 8

**G5.** How well do you speak English? Would you say...

Very well, ..... 1

Well, ..... 2

Not well, or..... 3

Not at all? ..... 4

**G6.** What is the highest grade or number of years of regular school that you have completed?

No schooling or kindergarten only ..... 00

Elementary .....01 02 03 04 05 06 07 08

High School .....09 10 11 12

College .....13 14 15 16 17+

DON'T KNOW ..... 98

**G7.** How many years have you worked for pay?

\_\_\_\_ NUMBER OF YEARS

[ZERO-FILL AND ROUND:  
LESS THAN 6 MONTHS EQUALS 0 YEAR, 6 MONTHS EQUALS 1 YEAR.]

DON'T KNOW ..... 8

**G8.** In case my supervisor wants to check my work, could you please tell me your area code and telephone number?

|\_|\_|\_| - |\_|\_|\_|\_| - |\_|\_|\_|\_|

NO TELEPHONE ..... 1

REFUSED ..... 7

Those are all the questions I have for you. Thank you very much for your time and cooperation!

**END TIME:**

|\_|\_| : |\_|\_| a.m. or p.m. (circle)

<b>SECTION H.</b> <b>INTERVIEWER OBSERVATIONS</b>
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**H1.** CODE GENDER OF RESPONDENT.

MALE.....	1
FEMALE.....	2

**H2.** Language used in interview was:

ENGLISH.....	1
SPANISH.....	2

**H3.** How well did this respondent understand [LANGUAGE USED IN INTERVIEW]?

VERY WELL .....	1
WELL .....	2
NOT WELL .....	3

**H4.** Did the respondent have a foreign accent?

YES .....	1	
NO .....	2	(SKIP TO H5)

**H4a.** Describe.

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**H5.** Was the respondent visibly....[CIRCLE ALL THAT APPLY]

WHITE.....	01
BLACK.....	02
ASIAN.....	03
HISPANIC.....	04
DISABLED (E.G., WHEELCHAIR, SEVERE HEARING PROBLEM) .....	05
UNUSUAL IN APPEARANCE .....	06
NONE OF THE ABOVE/ NOTHING	96

**H5a.** Describe.

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**H6.** Describe any other circumstance about the interview or about the respondent that is useful:

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**BOX H**

INTERVIEWER, CODE RESPONDENT'S JOB CATEGORY FROM A5 AND A6.  
REFER TO JOB CATEGORY TABLE.

OFFICIALS AND MANAGERS .....	1
PROFESSIONALS (e.g., accountant, engineer, computer programmer) ..	2
TECHNICIANS (e.g., electrician, appliance or equipment repair) .....	3
SALES, OFFICE, AND CLERICAL (e.g., store clerk, cashier) .....	4
CRAFT WORKERS (e.g., skilled painter, carpenter).....	5
OPERATIVES, LABORERS, AND SERVICE WORKERS (e.g., semi or unskilled, e.g., farm worker, waiter) .....	6

